The 2015 Annual Conference will be October 13-15, 2015 at the Ramada Ithaca Hotel and Conference Center in Ithaca, NY. The theme is “4-H Many Generations for One Thriving Future.” Your full-time registration includes programming and meals from dinner Tuesday through breakfast Thursday and snacks throughout.

**SCHEDULE**

**TUESDAY, October 13, 2015**

11am-1 pm, Registration

1-1:30 pm, General Session: Mixer and Welcome (NYSACCE4-HE President Greg Stevens and Andy Turner NYS 4-H Program Leader)

1:30 -2:45, Keynote Address—Fannie Glover, Director of Business Leader Engagement at Early Care & Learning Council

3:00-4:15 pm, Workshops Session 1

4:30 -5:45 pm, General Session: Association Annual Meeting begins

6:00 – 7 pm, Welcome, Kimberly Kopko, Ph.D. Associate Director of Cornell Cooperative Extension and Dinner

7 – 9 pm, Evening Activities, (“The Green Promise”, Lyrics with Leland, Fuertes Observatory (Cornell), Stress Management activities)

**Our Keynote Speaker**

Fannie Glover is the Director of Business Leader Engagement at Early Care & Learning Council. Ms. Glover is responsible for developing and delivering programs designed for the customers’ educational, managerial and leadership needs. She has developed and facilitated management and leadership training, strategic planning retreats, keynote speaker, and presented at national, regional, and state meetings and conferences.

Ms. Glover has over 15 years in the area of Human Resources Management and holds a degree in Organizational Development. To complement her training she is a trained facilitator for Anti- Defamation League (ADL- an organization
designed to build bridges of communication, understanding and respect among diverse groups, attend national conferences, and participated in national focus groups, to enhance her continuous learning process.

Ms. Glover is a board member of NYS Society Human Resources Management (NYSHRM), NYSSHRM Diversity Director, NYSSHRM Conference committee member, NYSSHRM Diversity Conference Chair, and SHRM Top Diversity Professional Workgroup Taskforce Member. She is past V.P. of AIM Services Inc board of directors, (an organization serving individuals with disabilities and brain injuries). She is past board member of the Capital Region Human Resource Association (CRHRA) and founder of the CRHRA Top Five Spectrum Award initiative.

**WEDNESDAY, October 14, 2015**

6:00 am Healthy Start to your day. Yoga with Stephanie Graf. Details at the registration desk

8:00 am-9:00 am, Breakfast (Association Committees Information and Promotion)

9:15-10:30 am, Workshops- Session 2

10:30 -10:45 am, Stretch and Break

10:45 am -12:00 pm, Workshops - Session 3

12:00-1:00 pm, Lunch

1:00-2:00 pm, Conversations with P.W. Wood- Risk and Crisis Management

2:15-3:30 pm, - Workshops Session 4

3:45 PM – Poster Session with Afternoon Break (Beverage, crackers & cheese)

6:00 – 7:00 pm- Award Reception and Auction

7:00 – 9:00 pm – Awards Dinner (Dressy attire, no jeans)

**THURSDAY, October 15, 2015**

6:00 am Healthy Start to your day. Yoga with Stephanie Graf. Details at the registration desk

8:00 -9:00am, Breakfast

9:00-9:45am, Capnote Speaker

10:00-11:50am, General Session: Annual Meeting continued, Induction of Officers

11:50-12:00pm, Final comments, and farewell

**Our Capnote Speaker:**

**Scott J. Peters** is Faculty Co-Director of Imagining America: Artists and Scholars in Public Life. He is also a professor in the Department of Development Sociology at Cornell University. As a historian of American higher education, Dr. Peters studies the ways colleges and universities have been engaged in off-campus civic life. His latest book is Democracy and Higher Education: Traditions and Stories of Civic Engagement (Michigan State University Press, 2010). Currently Dr. Peters is serving on the leadership team of a national research and extension initiative, funded with a $5 million grant from USDA, entitled "Food Dignity: Action Research on Engaging Food Insecure Communities and Universities in Building
Sustainable Community Food Systems.” He is also leading a national initiative about the future of the land-grant system’s extension and public engagement work, pursued as a collaboration between Imagining America, the Kettering Foundation, Community-Campus Partnerships for Health, and the Engagement Scholarship Consortium. The initiative is informing a book Dr. Peters is writing that will be titled “Extension Reconsidered.”

Dr. Peters holds a B.S. in Education (1983) from the University of Illinois at Urbana-Champaign, an M.A. in Public Policy (1995) from the University of Minnesota’s Humphrey School of Public Affairs, and a Ph.D. in Educational Policy and Administration (1998), also from the University of Minnesota.

**Workshop Activities and Descriptions**

**SESSION 1 Workshop Choices, Tuesday, October 13, 2015, 3:00 to 4:15 p.m.**

**WORKSHOP 1**

*Understanding Four Generations in the Workplace* – Fannie Glover, Director of Business Leader Engagement at Early Care & Learning Council – This workshop identifies generational differences as they currently exist in today’s workforce. It examines four generations: Traditionalists, Baby Boomers, Gen X’ers, and Gen Y’ers populations. Participants learn how age differences in the workplace can positively impact productivity, quality, and the relationships between work teams and managers. Each generation’s value system development is explored with regard to its behavioral influences at work.

Through the use of varied activities, and discussions; participants learn and further develop strategies to motivate and interact with generations more effectively. Areas to be covered are: Characteristics of each generation, Understand the impact of historical events on the development of generational characteristics, Core values of each generation, and Personality of each generation.

**WORKSHOP 2**

*4-H Educators: The Next Generation* – Tanya Nickerson, Wyoming County Community Educator - As a member of the new generation of 4-H educators there might be a lot of things you hear people talking about and no one has told you what it means. Come to this workshop to learn about some of the basics of 4-H and youth development, discuss the challenges and rewards of being a new 4-H educator and learn about ways to connect with colleagues around the state.

**WORKSHOP 3**

*Sexual Orientation and Gender Identity: Working with LGBTQ Youth* - Eduardo Gonzalez Jr., State Diversity Specialist - This workshop will provide a detailed overview of sexual orientation and gender identity - offering ways to think about these two identities as separate from one another. We will discuss the ways in which society assumes we are born one way, identify one way, and are attracted to others in one way - and how this can be detrimental to identity formation. We will touch briefly on adolescent development; how growing up LGBTQ in an environment that doesn’t support you or see you can be harmful and how as service providers (or caring community members) we can take small steps to creating an inclusive and accepting environment. Special attention will be given to positive ways of working with transgender and gender diverse populations.

**WORKSHOP 4**

*A Glimpse into goLEAD* – Autumn Lavine, Tioga County 4-H Youth Development Resource Educator - For 17 years CCE Tioga has offered a nationally renowned youth leadership program. Known as goLEAD, the program is expanding opportunities for youth and adults and has been available to the Regional "Twin Rivers" 4-H Program (Tioga, Chemung, and Schuyler Counties.) for the last two years. goLEAD is a youth leadership training that inspires both adults and young people to engage in meaningful service-learning and leadership skill-building to effect real community change. goLEAD teaches leadership and community service skills to high school-age students. Our enthusiasm has been such, for this comprehensive and encompassing program that our "regional program" now boasts 3 nationally trained facilitators. Join us to gain insight into a program that promotes and expands generational civic engagement possibilities. We will share the history of the program, engage in some of the hands on learning activities and talk about the programs direction and possibilities within the 4-H community.
SESSION 2 & 3 Workshop Choices, Wednesday, October 14, 2015, 9:15 to 12:00 p.m.

WORKSHOP 6 - (To be held on Cornell Campus and transported via Van)
Garbage to Gadgets – Lora Hine, Director Educational Programs - Experience the challenges and rewards of engineering by constructing kinetic contraptions out of recycled materials. With the help of batteries, motors, magnets and other materials, generate functional devices and explore possible refinements to your innovative apparatus. This is a “make and take” workshop with a follow-up discussion on implementation in the classroom. Participants can enter a drawing to receive a complimentary copy of Stomp Rockets, Catapults and Kaleidoscopes (Gabrielson, 2008). Limit 11 workshop participants

WORKSHOP 7 - (To be held on Cornell Campus and transported via Van)
Geospatial Science, Tech Goes Drone and STEM PWT Updates - Unmanned Aerial Vehicles for Agriculture – Susan Hoskins, Senior Extension Associate - GPS, GIS and remote sensing are just the beginning of the geospatial revolution. Unmanned Aerial Vehicles (UAVS) and their uses for collecting data for precision agriculture and other resource management applications will be explored, starting with the basics of flight and image collection. Hands-on activities. 4-H STEM PWT works on Statewide STEM initiatives with campus and county partners. Learn about the 4-H Library Grant project, 4-H National Youth science Day Experiment and how you can get involved in 4-H STEM! Limit 11 workshop participants

WORKSHOP 8 (Double session at Ramada)
Public Presentations - Training & Evaluation Practices to create High-Quality, High-Impact Public Presentations Programs – Melanie Folstrom, Ulster County 4-H Issue Leader - Judging can be subjective, but just how subjective and what is the impact? This question began an inquiry process 1.5 years ago after a Southeast District Association (SEDA) Public Presentations event, and resulted in an overhaul of SEDA’s Public Presentations program. The Public Presentations program relies on Evaluators to judge our youth's presentations and deliver constructive, face-to-face feedback, which can be a high-anxiety experience for our youth. How can we best train and assess Evaluators who are delivering feedback to youth? Using SEDA’s 4-H Public Presentations program as a model, and practices being used and implemented by the NYS Public Presentations Committee, join us as we explore these questions and share resources to support clear, caring, and constructive communications in our programming and relationships. Learn about evaluation methods and tools that can help you assess your evaluator trainings, and create fair processes for recommendations for advancement. Train the Trainer - 4-H Public Presentations – Megan Tifft, Tompkins County 4-H Program Leader - Train the Trainer: Preparing public presentation evaluators, veteran and beginner, is essential to a solid presentation program and beneficial experience for our 4-Hers. In order to be able to provide youth with a rewarding and educational 4-H public presentation experience, knowledge and understanding of the evaluation process is extremely important. Presenters will provide participants with an overview of the goals of the 4-H Public Presentation program as well as teaching the evaluation process used by incorporating training in the use of presentation tools such as evaluation sheets, guidelines, and clarification and understanding of the scoring rubric. Strengthen your presentation program by learning how to train your past, present and future evaluators. Public Presentations Interviews: A Comprehensive Training – Nigel Gannon, State Healthy Living Specialist - This workshop will provide training to offer both College and Career Interviews within the 4-H Public Presentations program. Participants will be trained to use newly developed materials, including scoring rubrics, sample
scoring sheets, and other tools for helping evaluators deliver constructive, encouraging feedback to youth. Tools for event and program evaluation will also be shared and discussed.

SESSION 2 ONLY Workshop Choices, Wednesday, October 14, 2015, 9:15 to 10:30 a.m.

WORKSHOP 9
Agriculture in the Classroom – Jessica Nickerson, Wyoming County Community Educator – Come learn about creating and implementing an Agriculture in the Classroom Program into your local schools. The workshop will highlight lessons that are easy to create and enjoyable for students. We will discuss how the same material can be taught to multiple grade levels, different methods for delivery, and keeping lessons fun and hands on.

WORKSHOP 10
Qualtrics- Mobile friendly programming – John Bowe, Warren County Association Team Coordinator - The Qualtrics system has been used by Extension for program registration and evaluations for several years. Now, you can use the very same system to develop web based homework, program support materials, and of course link it all to evaluations. Explore current programs using Qualtrics for online homework and study Guides. Now it can all be in the palm of your student's hand, no matter their generation.

WORKSHOP 11
Tender Care of the Challenging Volunteer – Kim Fleming, CCE Professional Development and Volunteer Involvement Specialist - Volunteers extend and amplify the efforts of our paid staff in CCE. With proper communication and guidance, volunteers improve the quality of our work and increase enthusiasm for our programs. Occasionally, things go wrong despite our best efforts and we find ourselves with a challenge. Whether is it a different generational viewpoint, a difficult personality, a true passion and enthusiasm leading to a poor choice, or a true challenge to our policy, Educators will practice navigating the details and politics of working effectively with valued volunteers gone wrong. This exercise will address when and how to work through a dismissal. Simulated experiences based on CCE examples will put everyone to work to make the best better or the intolerable tolerable. - Prefer to offer workshop at least and will offer poster display with all of Organizational Development or as separate table focusing on Volunteer Involvement.

SESSION 3 ONLY Workshop Choices, Wednesday, October 14, 2015, 10:45 to 12:00 p.m.

WORKSHOP 12
Keeping it real! Making training fun and engaging for volunteer mentors and youth – June Mead, Association Issue Leader – Children, Youth and Families At Risk (CYFAR) - Is training more effective when it isn’t called “training”? How can training be intergenerational, fun and engaging for both volunteers and youth? Find out what it takes to make a difference in the lives of high-need youth through 4-H. Hear from the educators involved in New York’s 4-H National Mentoring Program (NMP). Find out what they’ve learned about engaging, training and retaining volunteer mentors to work with nontraditional, underserved youth. New York’s 4-H NMP is providing mentoring, STEM programming, civic engagement, career exploration and positive youth development to over 500 underserved, high-need, at-risk youth and working effectively with hundreds of volunteer mentors in Broome, Columbia-Greene, Erie, Franklin, Suffolk, Tompkins, and Ulster counties and New York City.

WORKSHOP 13
Health for the Whole Community – Elizabeth Gabriel, CCE NYS Horticulturist, Extension Educator - Workshop will present ideas on methods of program development and gardening techniques that utilize a garden as a stepping stone for multiple opportunities. These opportunities include nutrition, health, building community relationships, cross-agency collaboration, volunteer engagement, garden productivity and environmental sustainability. These ideas will be shared through a combination of presentations, case studies, discussions and interactive activities.
WORKSHOP 14
From Activity to Outcome - how do you know who and what to evaluate? – Celeste Carmichael, Program Development and Accountability Specialist - Annual reporting asks for programs to report on certain outcomes...but how do these outcomes track to 4-H programs and activities. And how do you know if you’ve hit our outcome goals? This workshop will help you align activities with outcomes and show you where to find standard evaluation practices.

LUNCH SESSION - Wednesday, October 14, 2015, 1:00 – 2:00 p.m.
Crisis Management in CCE: Preparing staff and volunteers to address emergencies, dangerous situations, and inappropriate – Jamie Ferris - We’ve cringed together over the real life examples of emergencies, dangerous situations, and inappropriate actions that Extension Educators, Executive Directors, Extension Administration, and the PW Wood Office have encountered. These stories lead us to: understand policies, tighten up our risk management procedures, and learn to improve for the future. Join Jamie Ferris, President of the PW Wood Office, and Sarah Dayton, Assistant Director of CCE, as they discuss a variety of situations despite the best planning and preparation. The focus will be on working through specific steps for the supervising staff and volunteers on the scene when trouble erupts and beyond to make the most of an unpleasant, if not detrimental, situation. Enjoy the face-to-face interaction and audience participation with plenty of time for questions and answers with this dynamic risk management duo here to support you!

SESSION 4 Workshop Choices, Wednesday, October 14, 2015, 2:15 – 3:30 p.m.

WORKSHOP 15
Creating the Invisible School – John Chilkotowky, Tompkins County Program Director, Primitive Pursuits - So how do you get kids, teens and adults to reconnect to the natural world when we’re constantly taught that nature is scary and uncomfortable? Primitive Pursuits has been doing just that for 15 years with it’s experiential curriculum and thousands of engaged participants. Presenters John and Justin will share curriculum tips, tricks and stories for how they’ve been successful doing this and how you can be too!

WORKSHOP 16
Me, Biased? I’m a Good Person? My Best Friend is and other Roadblocks to Cultural Competence – Eduardo Gonzalez Jr, State Diversity Specialist. - This workshop engage participants in self-reflection and dialogue aimed at identifying and discussing the mind bugs that get in the way of developing authentic relationships across differences. The challenges of implicit/unconscious bias, denial of prejudice, color blindness, political correctness and unexamined assumptions will be addressed. Strategies for addressing and minimizing the detrimental effects these challenges on the personal, interpersonal, programmatic and organizational will be identified.

WORKSHOP 17
Playing In the Dirt – Jan Smith, Oswego County Program Educator and Master Gardener - In this workshop participants will learn about the different types of soil. What important part plants play in soil stability and in the quality of ground water? This will be a hands on workshop, so be prepared to get your hands dirty.

WORKSHOP 18
4-H Online, Year 2 – Adam Davis, State 4-H Office, Extension Support Specialist - Are you ready to open up 4-H Online to Club Leaders? Families? In this workshop we’ll reflect back on year 1 of the 4-H Online Enrollment System and go through a practical demonstration of volunteers or families doing online enrollment.

WORKSHOP 19
Teens – The Crucial Generation – Nathan Smith - Teens - The Crucial Generation This workshop will focus on the importance of investing in Teen Programs as part of an overall 4-H Program and will offer strategies for reaching this elusive population. Teens are at a critical life-stage as they begin to decide what kind of people they will become for the rest of their lives. As 4-H Educators, we have an opportunity to intersect their lives with relevant programming that can
help them along their journey. This workshop will also equip educators with useful, tangible resources for reaching their teens in addition to offering a wealth of teen programming ideas.

Registration Fees

Participants are encouraged to register for the whole 3-day conference; rates available for Tuesday only, Wednesday only, or Awards Banquet only.

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Part Time- **Tuesday Only** includes: Keynote Speaker, Afternoon Break, and Dinner; **Wednesday only** includes: Morning break, Lunch, Afternoon Break, & Banquet.

Room Reservations:

You must make your own room reservations with the Ramada Inn Executive Training & Conference Center, 2310 N Triphammer Road Ithaca NY 14850, ph- (607) 257-3100.

Rates:  $100.00 Single or Double Occupancy

$ 111.00 Triple and $120.00 Quad Occupancy

Registration Link: [https://reg.cce.cornell.edu/nysacce4he2015annualconference_203](https://reg.cce.cornell.edu/nysacce4he2015annualconference_203)